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Volume 3, Number 5 *February 27-March 11, 1988*

UCSF Newsbreak

A Celebration of Working Women at UCSF March 8-11

UCSF will recognize some 5,000 women that work on our campus in jobs ranging from researcher to secretary, lab technician to laundry supplier, nurse to pharmacist and AA to MSO, with a special week centered around the theme "In Celebration of Working Women at UCSF."

The events will begin on Tuesday, March 8, with a video presentation entitled "Unsung Heroines of UCSF." Shown continuously from 10 a.m. to 4 p.m. in the Medical Sciences lobby, this 25-minute documentary, produced by Adelle Taylor, focuses on six women who work on campus. They are: Mabel Williams, food service worker; Tracey Geralds, Millberry Union aquatics supervisor; Denise Codwell, Office of Public Service Programs; Marina Manoguerra, Millberry Bookstore; administrative nurse Patricia K. Wong; and pediatric volunteer Lucy Filippini.

The week will proceed from there with:

- Wed., March 9: "Superwoman Doesn't Live Here Anymore." This lecture by corporate consultant Lynn Fossum will focus on what makes today's woman successful at home as well as on the job. HSW 300. Noon-1 p.m.
- Thurs., March 10: Poetry reading featuring Lorna Dee Cervantes, author of *Emplumada*, and UCSF writers Francixa, Laura Barney, Frances Cotter, Denise Harvey, Tory Miller, Ida Red, Leslie Simon, Carol Tarlen, Gail Wiley, Nellie Wong and Faricita Wyatt. The readings will be dedicated to the memory of poet Karen Brodine, a former UCSF employee. Toland Hall. Noon-1:30 p.m. For further information call x65222.
- Thurs., March 10: Weslia Whitfield, four-time winner of the San Francisco Cabaret Gold Award for outstanding female vocalist, will sing the blues with a backup of piano, saxophone, trumpet, bass and drums. UCSF-Laurel Heights Auditorium. 8 p.m. $6 UCSF students and MU members, $7 seniors and non-UCSF students, $8 faculty and staff, $9 general. For ticket information call x62035, program information x62542.
- Fri., March 11: UCSF's own Ernestine Florence, of the Institute for Health Policy Studies, will present her amazing vocal repertoire of jazz, show and pop tunes. Maybe you recognize Ernestine's name? She also performed at the campus jazz and blues festival on February 19. Millberry Union lounges. Noon-1 p.m.

Our campus certainly gives more than a week's worth of attention to women's issues. In fact, we have our own Women's Resource Center, under the direction of Amy Levine, which is in part responsible for the above events. On campus since 1984, the Center offers workshops, lectures, slideshows, films and special events on topics of particular interest to women.

One upcoming series of free lectures and weekend workshops begins Tuesday, March 22. Co-sponsored by the UCSF Marilyn Reed Lucia Child Care Study Center and the Children's Council of San Francisco, the series is on "Parenting," with topics ranging from adoption to quality time for single parents and their children.

A major component of the Center is the Rape Prevention Education Program, coordinated by Leslie Simon. The Program actually was started by Amy some eight years ago, four years before the Women's Center was established. It offers educational workshops on sexual assault, crisis intervention, self-defense classes for children, support groups for sexual assault survivors, as well as advocacy for sexual harrassment cases. For further information call x65222.

The Center also sponsors weekly support groups, including Las Mujeres, geared to Latina faculty, staff and students; and A Circle of Sisters, for black women working and studying at UCSF, coordinated by Janet Webster.

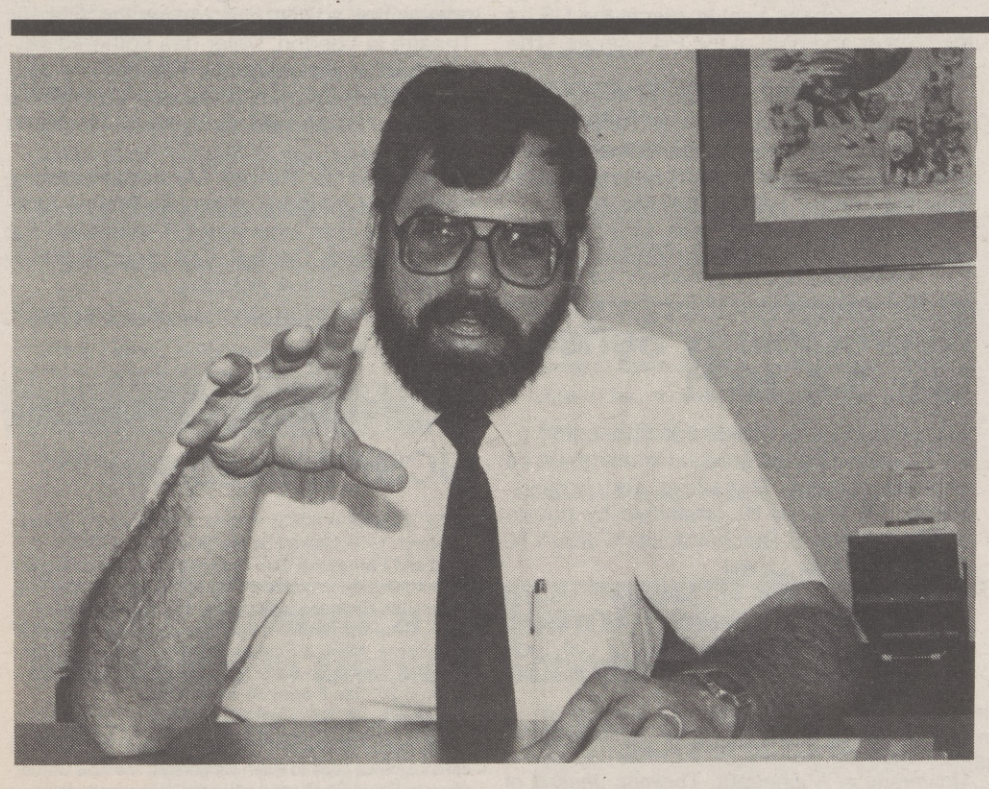


Our Women's Resource Center staff: Program assistant Denise Harvey, Rape Prevention Education coordinator Leslie Simon, program assistant Janet Webster and director Amy Levine.

In addition, there are groups for lesbians, Jewish women, and the latest: Two Worlds: A Coed Asian-American Group. For exact times and locations of meetings call the Center at x65836.

If that isn't enough, the Center also has its own newsletter called *Women's Resource Center*. Now in its second year, the tabloid is edited by Denise Harvey and is packed with information on all of the Center's on-going and special events. It is distributed to each department every three months. However, if you would like your own copy, just call x65836.

Women's Week events are co-sponsored by Arts & Lectures, EMPACT!, Affirmative Action Office, Campus Tours & Speakers Bureau and Educational Media Resources. The March 8 video was funded by the Office of the Vice Chancellor of Personnel and Student Services.



UCSF's Very Own Patent Attorney

Stephen L. Hurst, Esq., has been appointed UCSF's first patent attorney exclusively for our campus. He is responsible for campus patenting and licensing activities and serves as a liaison with the UC-Systemwide Patent Trademark & Copyright Office.

It is hoped that by having local input, coordination and control on patent and licensing activities the campus can increase, over time, its distribution of net patent income, according to Joseph L. Cowan, JD, assistant chancellor of legal coordination, who handles the campus legal affairs.

A 1978 graduate of UC-Berkeley, Hurst received his law degree from Golden Gate University in 1984 and worked for the next four years in the San Francisco firm of Townsend and Townsend. He now is in the Office of Legal Coordination, 145 Irving Street, and can be reached at x64599. A message can be left at x65003.

Child Day Care Expert to Speak March 3

Mary B. Lane, EdD, noted educator and founding director of the Oakland Parent Child Center and the San Francisco Cross-Cultural Family Center, will present the Fourth Annual Lecture on Child Day Care on Thursday, March 3, from 4:30 to 5:30 p.m. in Toland Hall.

Professor emeritus in child development at SF State, Lane will share the experience of over 60 years of service in the care of children and families in her presentation "Caring for Our Children in 1988." The program is sponsored by the School of Nursing's Department of Family Health Care Nursing.

Under Lane's direction, the Oakland Parent Child Center has become a frontline social service agency which operates a Head Start program and serves more than 270 children and their families in East Oakland.

A reception at the Marilyn Reed Lucia Child Care Study Center will follow the presentation.

Have Childcare Needs? Survey Coming

The Chancellor's Committee on the Status of Women soon will conduct a survey of 17,000 members of the UCSF community regarding needs and preferences for childcare.

The results of the survey, which is being designed by a Berkeley consulting firm experienced in the area of childcare, will be used to develop a proposal for Chancellor Krevans. According to Diane Wara, committee chair, the Chancellor's Office has made a commitment to help meet child care needs at UCSF.

Two requirements for any proposed facility would be (1) that it is self-supporting financially, and (2) that it be located off-campus.

Among the topics to be covered in the survey are:

- Infant care—should there be facilities which would allow breast-feeding on campus?
- Toddler care—are there sufficient toddler care facilities near campus? If not, where should additional facilities be located? Would a facility near one of the UCSF satellite locations be of interest?
- School age/adolescent care—what are the needs for after-school and summer/holiday programs? Are there possibilities for athletics programs at Millberry; or, for selected children, academic or research lab programs?

Susan Semonoff, the Med Center's personnel liaison, notes in an article to appear in *Nursing News* that a frequent suggestion from nurses is to provide for a coop arrangement that would allow for reduced fees in return for work at the facility. State and insurance regulations, however, prohibit such an arrangement.

One possible resource, she notes, would be the development of a data base to provide easily accessible and detailed information on day care centers that have available space.

The Committee hopes to send out the surveys by mid-April.



Anne Dowie

A few of the Black faculty and postdocs recognized for their "dedication to teaching, research and pursuit of excellence in the biomedical sciences": (Front row) John Watson, Nola Hylton, Richard Brooks, Yetunde Taiwo, William Hoskins; (back row far left) speaker Joyce Justus, Barbara Hargrave, Andrew Campbell, Newton Gordon, Phoenix Sinclair, Hobart Harris, Robert Gibson.

29 Black Faculty, Postdocs Honored

As part of our Black Heritage Month, 29 Black faculty and postdoctoral fellows were honored at a presentation on February 17. Faculty included School of Dentistry's Norma K. Francisco, Denly Herbert, Phoenix E. Sinclair, all from dental public health; Newton C. Gordon and Mark D. Kirland, stomatology; William E. Hoskins, associate dean; and School of Nursing's Robert E. Staples, social & behavioral sciences.

And from the School of Medicine Haile T. Debas and Robert E. Allen, surgery; Michael W. Dae and Cosmo L. Fraser, medicine; Michael V. Drake, ophthalmology; Mindy T. Fullilove, psychiatry; Marilyn H. Harper, anesthesia; Nola M. Hylton, radiology; Denise V. Rodgers, family & community medicine; John A. Watson, biochemistry/biophysics; and the School of Pharmacy's Robert D. Gibson, associate vice chancellor.

Postdoctoral fellows honored were Bruce Barker, Verna Gibbs and Hobart Harris, surgery; Roland Blackwood, Rosalind Russell Arthritis Research Center; Richard Brooks, Metabolic Research Unit; Andrew Campbell, biochemistry/biophysics; Marvin Dixon, Liver Center; Barbara Hargrave, physiology; Audrey Player, radiation biology; Mary Ann Turner, microbiology & immunology; and Yetunde Taiwo, oral surgery.

Keynote speaker for the event was Joyce B. Justus, director of education efforts at UC-Systemwide.

Events for Black Heritage Month were organized by a coordinating committee chaired by Paul Porter of the Affirmative Action Office. School of Pharmacy's Barbara Wilson and Elba Clemente-Lambert of Labor Relations served as co-chair. Paul Porter also chaired the committee that organized the recent Martin Luther King Week on campus.

Brown Bag Video Returns to SFGH

The UCSF Brown Bag Video series returns to SFGH on Wednesday, March 2, at noon in the newly remodeled Carr Auditorium. The video presentations are live broadcasts of the weekly Brown Bag lectures that occur on campus in HSW 300. They are sponsored by the Campus Tours and Speakers Bureau under the direction of Jim Crawford.

Carr Auditorium has been out of commission for the last several months for much needed reburbishing. Thanks to almost $100,000 in donated funds from 17 UCSF clinical departments at SFGH (spearheaded by the Department of Medicine) and the dean's offices of the Schools of Medicine and Dentistry, the auditorium boasts new video equipment and now looks spectacular with new chairs, carpeting, lighting and window coverings. Also supplying funds were the pharmaceutical companies Beecham, CIBA, Glaxo and Miles Pharmaceuticals.

Roy Morrison, executive assistant to the associate dean, School of Medicine at SFGH, chaired the committee to refurbish the auditorium.



Roy Morrison from SFGH and Louise Melikian from the Campus Tours and Speakers Bureau go over the Brown Bag Video series.

Nominations Due for Grad Division Programs

The Graduate Division is seeking nominations for the following programs:

- President's Dissertation Year Fellowships. Program directors are invited to submit nominations of eligible UCSF graduate students who are in the final stages of their doctoral work. Applicants must be members of underrepresented minority groups—American Indians, Black Americans, Mexican American, Puerto Ricans, Pacific Islanders—as well as non-minority women in disciplines where women are severely underrepresented. Nomination deadline is May 2.
- Mentorship and Research Assistantship Program. Four doctoral students are expected to be appointed for the next academic year. It is limited to second and third-year graduate students who have been historically underrepresented as well as all women in fields where women are underrepresented. The appointed students will choose one faculty research mentor to help guide them through completion of research and other degree program requirements. Deadline for application is April 11.

For further information on the two above programs contact Clifford Attkisson, PhD, associate dean, Room S 140, x61555 or Carmen Hoover, x62310.

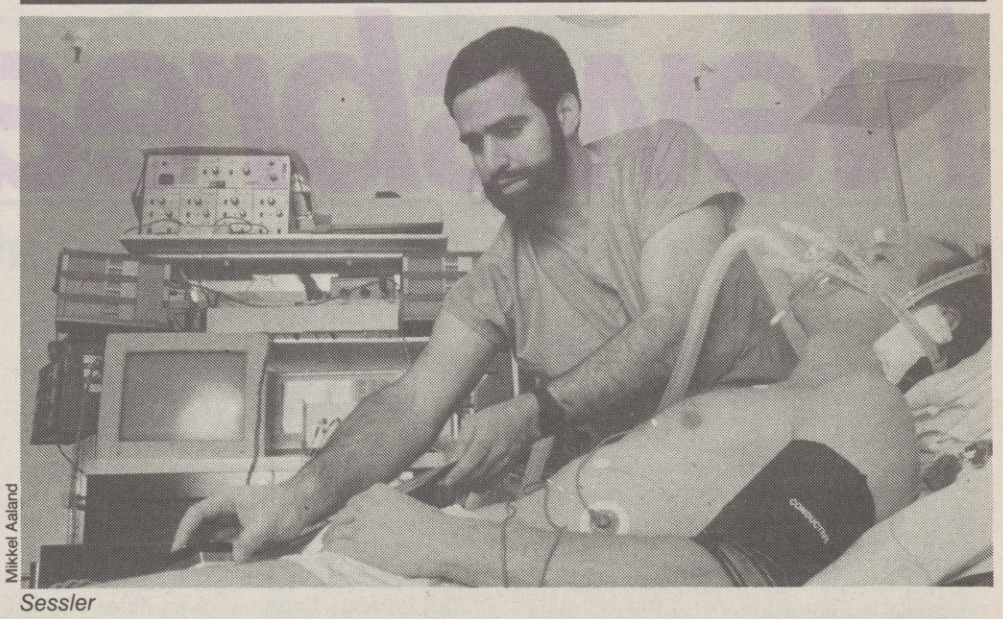
EMPACT! Night at "Greater Tuna" March 17

If all your life you've been wanting to go see "Greater Tuna," here's your chance to see it for $2 less. UCSF Night at "Greater Tuna" is Thursday, March 17. Tickets are $13; buy them by March 7 at the MU Central Desk.

Other wonderful things on the EMPACT! horizon:

- **Four-time SF Cabaret Gold Award winner Weslia Whitfield** will perform at Laurel Heights Auditorium on Thursday, March 10, (Special EMPACT! price, $8); and song stylist Ernestine Florence will star in a free noontime performance in the MU lounges on Friday, March 11. See "Celebration of Working Women" on page one for details.
- **Treat yourself to a cross-country skiing weekend** in South Lake Tahoe, Friday through Sunday, March 25 to 27. For $100, you get two nights lodging, ski package rental, instruction for beginners, guided tours and Saturday dinner. Call Outdoors Unlimited, x62078 or x61469.
- **Ski cabin rentals still available,** midweek during March and still some weekends left in April. Call Outdoors Unlimited, x62078 or x61469.
- **Get your UA and AMC discount movie tickets** at the MU Central Desk. Less than five are $3.65 each, five to nine $3.50 each, 10 or more $3.25 each.

Interested in joining a club, a league, a group activity? Call EMPACT!, x66932.



Mikkel Aaland

Sessler

Postoperative Shaking Due to Anesthetic

For many patients who have surgery, one of the most unpleasant parts of the experience is the uncontrollable, often violent shaking that follows the operation.

An elegant study by anesthesiologists at UCSF, UCLA and the University of Minnesota now has shown that these postoperative tremors, which affect half of the 25 million people who undergo surgery each year, do not result from decreased body temperature, as had been assumed, but from differences in the way anesthetics affect the spinal cord and the brain.

The finding could have major implications for how post-surgical tremors are treated, they said.

"We know that a very dramatic side effect of surgery has been misinterpreted for more than 35 years," said UCSF anesthesiologist Daniel I. Sessler, MD, leader of the study.

The often severe shaking, which occurs with nearly all general anesthetics used in surgery today, can be dangerous because it increases the patient's metabolic rate, heart rate and blood pressure. The shaking, which typically lasts 15 minutes, can pull apart incisions and damage delicate surgical repairs and, because it jiggles the incisions, also can be painfully uncomfortable, Sessler said. Tremors can even damage teeth.

"Media Doc" Rowell Lecturer March 3

British physician Jonathan Miller, known for his remarkably productive career as an actor, director and producer for stage and TV, will present "Bedside Manners—Medicine and the Public" as the Seventh Annual Milo E. Rowell Memorial Lecturer on Thursday, March 3, at 8 p.m. The lecture, which is sponsored by the UCSF Fresno-Central San Joaquin Valley Medical Education Program, will take place at Tornino's Restaurant in Fresno.

Miller is perhaps best known in the US as the creator and host of the PBS series "The Body in Question."

Miller qualified as a doctor of medicine at University College, London, in 1959; and in 1960 began his theatrical career as the co-writer and performer in the Broadway hit "Beyond the Fringe," with Dudley Moore.

Over the next two decades, Miller's career developed as a successful director for TV, and numerous Shakespeare and opera productions throughout Europe.

In 1983 he returned to study medicine, investigating cognitive changes following brain damage (while also producing 15 interviews for BBC on the foundation of psychology).

Miller returned to and has remained in the arts since 1985. He was nominated for a Tony for best director in 1986 for "Long Day's Journey Into Night," starring Jack Lemmon. He now is the artistic director for the Old Vic Theatre in London. Miller has authored several books, including the enormously successful three-dimensional pop-up medical atlases, *The Human Body* and *The Facts of Life.*

The Milo E. Rowell Memorial Lecture honors the memory of the late Fresno community leader who helped establish the UCSF/Fresno Central San Joaquin Valley Medical Education program.

For further information call the Fresno Office at x63882.

Neurobiology Series Mar. 3-4, 10-11

Two neurobiology workshops sponsored by the Howard Hughes Medical Institute will be held on campus Thursdays and Fridays, March 3-4 and 10-11, organized by neurobiologists Louis F. Reichardt, Lily Y. Jan, Y.N. Jan and Jennifer LaVail.

The first workshop, on "Neurogenesis and Cell Determination," features David Weisblat of UC-Berkeley, Paul Sternberg of Cal Tech and Jose Campos-Ortega of the University of Cologne.

Entitled, "Axon Guidance," the second workshop will feature Paul Letournea of the University of Minnesota, Thomas Jessell of Columbia and Corey Goodman of UC-Berkeley.

Each Thursday session will meet in the LPPI auditorium and each Friday session in Room S 214. The workshops are open to all interested campus individuals who are willing to read assigned papers before the sessions and to attend all sessions of a workshop. For further information call the Reichardt lab at x68503.

UCSF *Newsbreak*

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Deadline for the next issue, which will cover March 12-25, will be at 11 a.m., Tuesday, March 1. Please send campus news copy to Allen Balderson, Medical Center news to Dawn Finch, and calendar and gazette items to Donald Hickerson, all at Box 0462. Last-minute copy can be taken over the telephone by calling x61541 or x62557.

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Michela Reichman, Assistant Chancellor—Communications

Gazette

Honors & Awards

David A. Wood, director emeritus, CRI; professor emeritus, pathology: Awarded the Margaret Hay Edwards Achievement Award of the American Association for Cancer Education.

Thomas J. Coates, associate professor, medicine; co-director, Center for AIDS Prevention Studies: Awarded the Distinguished Scientific Achievement in Psychology Award by the California Psychological Association. Coates also testified before the Presidential Commission on AIDS on February 20 to urge the government to allocate more money for AIDS prevention and intervention research. He represented both UCSF and the American Psychological Association.

Julius R. Krevans, Chancellor: Appointed to the Planning Design Advisory Committee of the San Francisco City & County Board of Supervisors.

Leslie Z. Benet, professor & chair, pharmacy & pharmaceutical chemistry; **Robert D. Gibson**, associate vice chancellor for student academic affairs & registrar: Elected to the board of directors of the American Foundation for Pharmaceutical Education. Benet also was elected vice chair of the Foundation's Century Club Committee.

Appointments

Gary Nelson, director, Capital Projects Management. A licensed professional architect, he comes to UCSF from Western Washington University in Bellingham where he had been University Architect and Facilities Planning Manager since 1985. A 1974 graduate of the University of Tennessee School of Architecture, Nelson worked for architectural firms in Tennessee and had his own private firm in Bellingham prior to joining Western Washington in 1983 as a facilities architect. He is the author of two books on historic architecture in Tennessee.



Nelson

In Memoriam

James M. Felts, professor, physiology. A senior staff member of CVRI and director of the Lipid Research Laboratory at the VAMC, he came to UCSF in 1959 as an assistant research physiologist at CVRI. He was appointed associate professor of physiology in 1963 and full professor in 1975. His research interests focused on atherogenesis and lipid metabolism and most recently the role of apoproteins in the plasma clearance of chylomicron remnants.

George C. Martin, assistant clinical professor, dermatology. He came to UCSF as clinical instructor in dermatology after an internship at St. Luke's and residency at Letterman Army Hospital. Martin was appointed UCSF assistant clinical professor and chief of dermatology at Kaiser Hospital in Hayward in 1981.

Renaldo Maduro, associate clinical professor, medical anthropology. He came to UCSF in 1973 as a postdoctoral fellow in anthropology and human development. After completing his clinical training at LPPI, he joined the faculty as assistant professor and served on the clinical teams at LPPI. As an associate clinical professor, Maduro later taught in the medical anthropology program. His major research focused on minority mental health problems and services.

Promotions

Promotions are made available to this publication after they are processed by the Personnel Department.

Marcial Aguinaldo, senior environmental health and safety technician, environmental health & safety.

Gerard Alcantara, publications assistant II, LPPI.

Vernon Brust, bookstore assistant II, Millberry Union bookstore.

Veronica Garza, translator, ob/gyn and reproductive sciences.

Kenneth Jones, senior building maintenance worker, physical plant.

May Kara, senior auditor, internal audit.

Jeffrey Lomas, senior environmental health and safety technician, environmental health & safety.

Carlton Louie, administrative assistant II, S/M pathology.

Catherine Stice, secretary II, neurosurgery.

Service Awards

Service awards are issued on staff members' tenth anniversary of employment (or longer, in increments of five years). Names are provided by Personnel as awards are processed. Campus and Medical Center departments should send criteria to Personnel as employees become eligible for service awards.

Peter J. Balich, 30 years, Physical Plant

James Bettis, 20 years, Physical Plant

Rod Binetti, 10 years, Physical Plant

Euamarie D. Doering, 20 years, School of Nursing

Harold A. Drob, 25 years, Registrar & Admissions

Rudy Fonti, 15 years, Physical Plant

Rudolph Hanle, 15 years, Physical Plant

Theodora Johnson, 25 years, Dermatology

John V. Lambert, 15 years, Physical Plant

Joseph L. Shields, 15 years, Physical Plant

Carol A. Simmons, 15 years, Registrar & Admissions Office

Juana D. Sykis, 20 years, Environmental Services

Jean C. Tee, 18 years, Laundry

Jerome S. Vernale, 20 years, Physical Plant

Erna L. Woods, 15 years, Rheumatology

James L. Zepeda, 10 years, Dentistry

New AAAS Fellows—Agabian, Boyer, Greene & Ortiz de Montellano



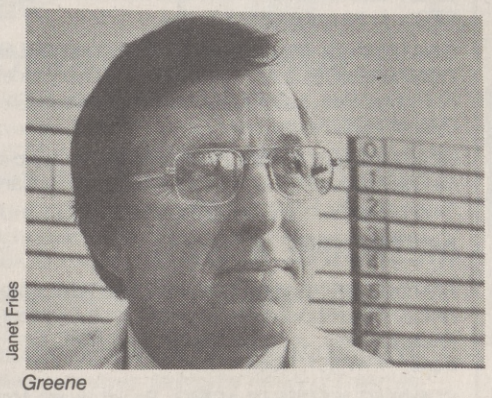
David Powers

Agabian



David Powers

Boyer



Janet Fries

Greene



Paul Fusco

Ortiz de Montellano

UCSF's Nina Agabian, PhD, Herbert Boyer, PhD, John Greene, DMD, MPH and Paul Ortiz de Montellano, PhD, have been elected fellows of the American Association for the Advancement of Science (AAAS). Publisher of the weekly journal *Science*, AAAS is the leading general scientific organization in the US, with some 132,000 members and some 290 affiliated scientific and engineering societies and academies of science.

- Professor of pharmaceutical chemistry and director of the Intercampus Program in Molecular Parasitology, Agabian pioneered the use of biotechnology against such killer diseases as malaria and schistosomiasis, common in the third world, and cryptosporidiosis, a form of diarrhea nearly always fatal in AIDS patients.
- A pioneer of recombinant DNA technology, Boyer is professor of biochemistry and a member of the National Academy of Sciences. Together with Stanley Cohen of Stanford, he first developed the gene splicing techniques now used in laboratories around the world.
- School of Dentistry Dean Greene is a former Deputy US Surgeon General and a reknowned expert on oral hygiene and periodontal disease.
- Ortiz de Montellano, professor of chemistry, pharmaceutical chemistry and pharmacology, is a specialist in bio-organic chemistry. He is an expert in mechanisms of cholesterol biosynthesis and the effects of drugs on metabolism.

UCSF oral biologist Ernest Newbrun, PhD, DMD, has assumed chairmanship of the dentistry section of AAAS. The association meets in San Francisco next year, January 15-20.

Contracts & Grants Awarded

John R. Balmes, Medicine, SFGH, S/M, $30,035, Department of Health & Welfare, *MOU/HAZARD/Airway Hyperreactivity After Acute Inhalation Injury*.

Pak Hoo Chan, Neurology, S/M, $128,280, NIH-National Institute of Neurological & Communicative Diseases, *Mechanisms of Oxidative Injury in Vasogenic Brain Edema*.

James W. Dilley, Psychiatry, S/M, $37,744, SF City & County, *AIDS Health Project - Volunteer Therapist* ; $109,431, San Francisco, City & County, *AIDS Health Project - State Alternative Test Sites*.

Elizabeth Donegan, Laboratory Medicine, S/M, $74,394, Centers for Disease Control, *Sexual Transmission of Human Immunodeficiency Virus by HIV Ab(+) Transfusion Recipients*.

Moses Grossman, Pediatrics, S/M, $69,463, SF City & County, *Early Parenting Project*.

Thomas L. James, Pharmaceutical Chemistry, S/P, $120,887, NIH-National Institute of General Medicine Sciences, *Two-dimensional NMR Studies: AT-containing Nucleic Acids*.

Stephen G. Lisberger, Physiology, S/M, $115,500, McKnight Foundation, *Site of Motor Learning in the Vestibulo-ocular Reflex*.

T. J. Mitchison, Pharmacology, S/M, $241,353, NIH-National Institute of General Medicine Sciences, *Microtubule Dynamics & Mitotic Mechanisms*.

Roger A. Pedersen, Laboratory of Radiobiology & Environmental Health, S/M, $119,377, NIH-National Institute of Child Health and Human Services, *Allocation & Differentiation of Trophectoderm Lineages*.

Marvin Prosono, Social & Behavioral Sciences, S/N, $3,250, American Sociological Association, *Three Month Stipend to Train at Forensic Svcs. Branch, CA Dept. of Mental Health*.

Dorothy P. Rice, Social & Behavioral Sciences, S/N, $127,640, Palo Alto Medical Foundation, *AIDS Studies Protocols*.

William E. Seaman, Medicine, VAMC, S/M, $121,986, NIH-CA National Cancer Institute, *Transmembrane Signalling in the Activation of NK Cells*.

Robert Stern, Pathology, S/M, $12,500, Northern California Cancer Center, *Histopathology of Hyaluronic Acid in Human Breast Tumors*.

Thomas N. Tozer, Pharmacy, S/P, $54,538, SRI International, *Colon-specific Drug Delivery*.

Arthur Weiss, Medicine, S/M, $115,692, NIH-National Institute of General Medicine Sciences, *Function of the T Cell Antigen Receptor in Signal Transduction*.

UCSF Conference for Minorities Interested in Medical School

Minority students interested in applying to medical school are invited to attend a conference on campus Saturday, March 5, 8:30 a.m. to 5 p.m. in HSW 303.

Administrators, faculty and students will discuss medical school admission requirements, the application process, tests, interviews, financial aid and the history of affirmative action at our School of Medicine. Representatives from other medical schools also will be present.

The conference is free and open to all Northern California minority students interested in applying to medical school. The conference is sponsored by the UCSF Health Sciences Special Services Program, Chicanos in Health Education, Student National Medical Association, Native American Health Alliance and Health Education and Mobilization for Pilipinos.

For registration information contact Bilal Shabazz, assistant dean of students, Health Sciences Special Services Program, x64373.

Dental Hygiene Application Extension

The UCSF Dental Hygiene Program has extended its 1988 application deadline to May 31. By the summer of 1988, students interested in applying should have a minimum of two years college level education, including one semester each of general college chemistry and organic chemistry, two semesters of general biology, two psychology courses, one speech course, one sociology course, one semester each of English composition and English literature and additional courses totalling 90 transferable quarter units or 60 transferable semester units.

The Dental Hygiene Candidate Admission Test is the only test required this year for entry into the UCSF program. Anyone who missed the February exam may take the April 16 test.

For further information write the UCSF Dental Admission Office, Room S 619, Box 0429, or call x62737.

Student Deadline for Founders Day

A Graduate Student Research Day will be held in conjunction with Founders Day on Thursday, April 7. UCSF students interested in making oral or poster presentations should submit applications by Friday, March 11, to Graduate Students Association, Room 244 Millberry Union, Box 0234. The first 30 applicants who subsequently participate will receive $25. Prizes will be given. For further information call x62233.

Today/Tomorrow

27 Saturday

MISSION HEALTH FAIR

Free health & medical information & examinations. Co-sponsored by UCSF Chicanos in Health Education (CHE) & Mission Neighborhood Health Center. At the Center, 240 Shotwell St. 9 a.m.-3 p.m. Call 552-3870, x200.*

ANESTHESIA MORBIDITY/MORTALITY CONFERENCE. HSW 301. 8-10 a.m.

ORTHOPEDIC GRAND ROUNDS. 1st Flr. Confr. Rm., Pacific Med. Ctr. 8-9 a.m.

28 Sunday



VIENNA CHAMBER TRIO

MUSICAL PANORAMAS: Austrian & American musicians perform major trios of Beethoven & Brahms plus the "folk tunes" of Swiss composer Frank Martin. Fourth in a series of eight concerts. UCSF-Laurel Heights Aud. 8 p.m. $6 UCSF students & MU members, $7 seniors & non-UCSF students, $8 UCSF faculty & staff, $9 general. Call x62035 for ticket information, x62542 for concert information.*

29 Monday

MOBILE MAMMOGRAPHY SCREENING SCHEDULE

Women can have low-cost mammograms—x-rays to screen for breast cancer—from a mobile van that travels to convenient shopping or downtown locations in San Francisco and remains for a week at a time.

Women need the approval of their physicians to have the mammogram. The procedure takes approximately 20 minutes and costs only $40. To make an appointment call 990-0459 or x62193 between 9 a.m. and 3:30 p.m.

The van will be at the following locations for the next two weeks:

Feb. 29-Mar. 4: Westlake Shopping Center, on Park Plaza Dr. near Safeway.

Mar. 7-11: Richmond District, on 7th Ave. between Geary & Clement.

OTOLARYNGOLOGY CONFERENCE: *Neurofibromatosis.* Anil Lalwani, Oto. *Electrophysiologic Techniques.* John Gardi, Oto. S 214. 8-10 a.m.

ANATOMY SPECIAL SEMINAR: *Glutamate as a Synaptic Transmitter in Primary Afferent Fibers of the Mammalian Spinal Cord.* E.R. Perl, Physio., U No. Carolina. S 758. 10 a.m.

JEWISH WOMEN'S SUPPORT GROUP: For Jewish women working or studying at UCSF. Noon-1 p.m. For location call x65836.

DERMATOPHARMACY SEMINAR: *Mechanism of Action of Dermatologic Retinoids.* R. Amstrong, Hoffman LaRoche. S 940. Noon-1 p.m.

OVEREATERS ANONYMOUS MEETING: N 417. 12:10 p.m. Call Janet x61504.*

LABORATORY MEDICINE CORE CURRICULUM: *Acute & Chronic Leukemia: Myeloproliferative & Myelodysplastic Syndromes.* Ronald M. Townsend, Lab. Med. L 535. 2-3:30 p.m.

LABORATORY MEDICINE GRAND ROUNDS: *Flow Cytometry: Applications in Hematology.* Michael Loken, Hemat., Becton-Dickinson. L 535. 4-5 p.m.

CVRI LECTURE: *Respiratory Mechanics in ICU Patients.* J. Milic-Emili, Physio., McGill U, Montreal & Meakins-Christie Lab. S 1364. 4-5:30 p.m.

1 Tuesday

COMBINED MODALITY BREAST CANCER CONFERENCE. Surg. Clin. Conf. Rm., 6th Fl. A. 8 a.m.

ORAL & MAXILLOFACIAL SURGERY GRAND ROUNDS: *Ophthalmic Evaluation of the Maxillofacial Trauma Patient.* Stewart Seiff, Oph. C 701. 8-10 a.m.

SFGH PEDIATRIC GRAND ROUNDS. Carr Aud., SFGH. 8-9:30 a.m.

OB/GYN & REPRODUCTIVE SCIENCES GRAND ROUNDS: *Sustained Release Contraception Research Results.* Philip Darney, Ob/Gyn, SFGH. UCSF-Laurel Heights Aud. 8 a.m.

NEW EMPLOYEE ORIENTATION: *UCSF Policy, Procedures & Benefits.* Presented every other Tues. All new employees are urged to attend. S 214. 8:30 a.m.-noon. To register call x61645.

TRANSFUSION MEDICINE RESEARCH FORUM: *Platelet-Associated Antibody Assay Using Flow Cytometry: Application to Platelet Crossmatch.* Laurence Corash, Hemat. & Lab. Med. L 535. 8:30 a.m.

HOW DO I RETIRE?

PRE-RETIREMENT SEMINAR: *Everything You Always Wanted to Know About Retirement & Were Not Afraid to Ask!* Opening remarks by Chancellor Krevans, followed by panel moderated by Gene Sacks. Toland Hall. 10:30 a.m.-noon. For more info call 731-3109 or x64723.

SFGH MEDICINE GRAND ROUNDS. Carr Aud., SFGH. 11:30 a.m.

OBSTETRICS, PEDIATRICS & ANESTHESIOLOGY CONFERENCE: John L. Kitzmiller, Ob/Gyn; Roderic H. Phibbs, Ped. & CVRI; Sol Shnider, Anes. & Ob/Gyn. M 1486. Noon.

HEALTH CARE IN CENTRAL AMERICA: *Avoiding Re-Traumatization: Refugee Mental Health.* Adrianne Aaron, Psychr. HSW 303. Noon-1 p.m.

MEDICINE & WAR

HISTORY OF HEALTH SCIENCE LECTURE: *Medicine & War: Historical Perspectives on a Dilemma in Medical Ethics.* Johanna Becker, Hist. Med., Frei U, Berlin. HSW 301. Noon.

CURRENT ISSUES IN AGING: *Social Health Maintenance Organizations: An Innovative Option for Elders.* Robert Newcomer, Soc. & Behav. Nurs. LPPI Aud. 12:10-1 p.m.

INTERNATIONAL FOLK DANCING: Line dancing led by Dean Linscott. No partner needed, beginners welcome. MU Gym. 1:15-2:30 p.m. $2.*

SFGH GI-MEDICINE/SURGERY/RADIOLOGY IMAGING CONFERENCE. Rm. 1X58, SFGH. 4-5 p.m.

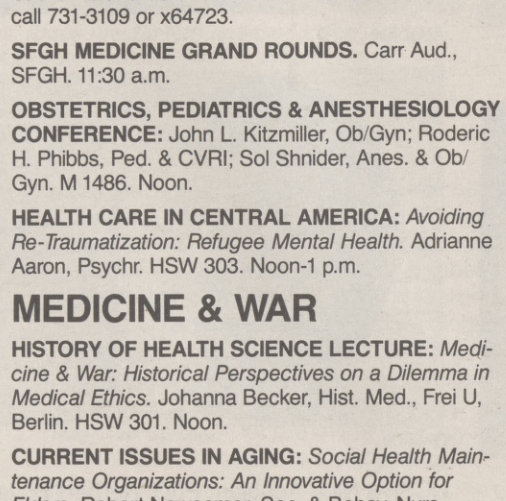
BIOCHEMISTRY & BIOPHYSICS SEMINAR: *Membrane Recyclying & Cell Specific Function in the Renal Collecting Duct.* Dennis Brown, Biochem., Harvard. HSW 301. 4 p.m.

PURIM CELEBRATION

The Great Debate: Latke vs. Hamentash. An unorthodox celebration of Purim sponsored by Jewish Students' Assn., ASUC & SF Hillel. HSW 301. 5:45-8:30 p.m. Call Paula, 333-4922.*

BAY AREA BOARDSAILING CLUB: MU Madrone Rm. 7:30 p.m. For more info call Outdoors Unlimited, x61469.*

2 Wednesday



FRANK HINMAN'S ART

Recent paintings by artist & UCSF urologist Frank Hinman on exhibit through May 20. Faculty/Alumni House. Mon.-Fri., 9 a.m.-5 p.m. Reception for the artist Thurs., Mar. 3, 4:30-7 p.m.*

HAND SURGERY CONFERENCE. Rm. 4H40, SFGH. 7-8 a.m.

SFGH ORTHOPEDIC SURGERY STAFF CONFERENCE. Rm. 5K8, SFGH. 7:30-9 a.m.

MULTIDISCIPLINARY TUMOR BOARD: M 1296. 7:30 a.m. Call Lourdes Sibayan, coordinator, x61662.

PSYCHIATRY GRAND ROUNDS/CROSS-CULTURAL ISSUES SERIES: *Depression Prevention Research: Toward the Healthy Management of Reality.* Ricardo Muñoz, Psychr. LPPI Aud. 8-9 a.m.

NUCLEAR MEDICINE SEMINAR. L 340. 8:30-9:30 a.m.

ENDOCRINE GRAND ROUNDS: *H-Y Antigens: Sex Determiner or Not.* Felix Conte, Ped.; Chris Lau, Physio. M 1486. 8:30 a.m.

AIDS OVERVIEW & UPDATE: *Ethics.* Molly Cooke, Med., SFGH. *Psychosocial Issues.* Jeff Mandel, AIDS Prof. Educ. Proj. & Psychr. C 701. Noon-1 p.m.

ANATOMY SEMINAR: *Medical Students & the Cadaver: Images & Perspectives.* Guenter B. Risse, Hist. & Phil. Hlth. Sci. HSE 1309. Noon.

HISTORICAL PERSPECTIVES IN MEDICINE FILM SERIES: *Paul Erlich & Chemotherapy.* Film: *The Search for the Magic Bullet.* HSW 301. Noon.

BROWN BAG LECTURE SERIES: *Allergies in Everyday Living.* Scott Harkonen, Med. HSW 300. Noon. Also telecast live to SFGH, Carr Aud. & CED, 3rd Flr. Commons Rm. Videotapes available for viewing in HSE 345, SIMA unit, UCSF Library. Call x64394.* (This marks Brown Bag Video's return to SFGH. See story page 2.)

WOMEN & SPIRITUALITY MEETING: Landberg Center, 1290-5th Ave. Noon-1 p.m. Call 564-3515 for further info.*

PARNASSUS AL-ANON MEETING: For friends & families of alcoholics. C 517. Noon-1 p.m.*

HEAD & NECK TUMOR CONFERENCE. A 723. 1 p.m.

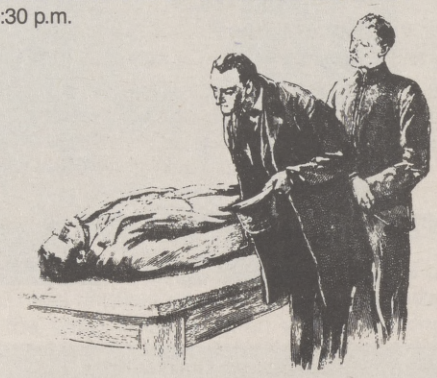
PHYSIOLOGY SEMINAR: *Manipulation of the Levels of Protein Kinases & Oncogene Proteins in Living Cells: Biological & Biochemical Studies.* James R. Feramisco, Med., UCSD. HSW 303. 4 p.m.

VASCULAR SURGERY GRAND ROUNDS. 7 Long Solarium. 4-5:30 p.m.

TRISERVICES CARDIOLOGY CONFERENCE. S 1364. 4:30-5:30 p.m.

SFGH GI-MEDICINE/SURGERY PATIENT CARE CONFERENCE. Rm. 4H2, SFGH. 4:30 p.m.

CHILD NEUROLOGY CONFERENCE. M 666. 4:30 p.m.



PATHOLOGY GRAND ROUNDS: *Forensic Medicine I.* Boyd Stevens, SF Chief Med. Examiner. HSW 508. 5:15-6:15 p.m.

COMMUNITY HEALTH TALK: *Bioengineering Advances in Orthopedic Medicine.* Harry B. Skinner, Ortho. Surg. UCSF-Laurel Heights Aud. 7:30 p.m.*

3 Thursday

MEDICAL GRAND ROUNDS: *Gout & Crystal-Induced Arthritis.* James A. Davis, Med. Toland Hall. 8-9 a.m.

SFGH NEUROLOGY-NEUROSURGERY CONFERENCE. Rm. 4H2, SFGH. 8-9 a.m.

OPHTHALMOLOGY GRAND ROUNDS: *Update in Cataract Surgical Techniques.* Thomas Mazzocco, Oph. Preceded by case presentations: *Retina.* S 214. 8:15-10 a.m.

PEDIATRIC GRAND ROUNDS: *New Frontiers in Antiarrythmic Therapy.* John M. Herre, Med. & Cardiol. S 664. 8:30-9:30 a.m.

NEUROBIO WORKSHOPS MAR 3-4, 10-11

Two day workshops sponsored by Howard Hughes Inst. Thurs. sessions in LPPI Aud., Fri. sessions in S 214. 9 a.m.-5 p.m. For details see article on page 2.

Mar. 3-4: *Neurogenesis & Cell Determination.*

Mar. 10-11: *Axon Guidance.*

OCCUPATIONAL & ENVIRONMENTAL MEDICINE GRAND ROUNDS: *Casmalia: Hazardous Waste Dump Site.* Ilene Danse, Med. HSE 336. 9-10 a.m.

PEDIATRIC TUMOR BOARD. L 34. 11 a.m.-12:15 p.m.

NEUROLOGY GRAND ROUNDS: *Cysticercosis.* Robert Messing, Neuro. & Gallo Ctr. S 664. 11:10 a.m.-12:05 p.m.

AIDS OVERVIEW & UPDATE '88: *SF Systems of Care.* Panel discussion with representatives of SF AIDS Fdtn., Shanti Proj., Hospice, AIDS Hlth. Proj. & SFGH. Cole Hall. Noon-1 p.m.

RADIOBIOLOGY & ENVIRONMENTAL HEALTH SEMINAR: *Molecular & Genetic Analysis of DNA Repair in* Drosophila. Jim Boyd, Genet., UCD. LR 213. Noon.

NEURO-ONCOLOGY TUMOR BOARD. L 34. 12:30-1:30 p.m.

HEMATOLOGY/ONCOLOGY GRAND ROUNDS: *Salvage Therapy of Non-Hodgkin's Lymphoma.* Fernando Cabanillas, Onc., M.D. Anderson Hosp. & Tumor Inst., Houston. M 1296. 1:30-2:30 p.m.

PROCTOR FOUNDATION RESEARCH SEMINAR: *The Role of Clathrin in Intracellular Traffic.* Frances Brodsky, Pharm. S 318. 3 p.m.

MEDICINE/SURGERY ADULT CARDIAC CATHETERIZATION CONFERENCE. L 1161. 4-6 p.m.

UROPATHOLOGY CONFERENCE: *Pathology of Testis Tumors.* James H. McKerrow, Path. M 460. 4:30-6 p.m.

LANE ON CHILDCARE

Caring for Our Children in 1988. Mary B. Lane, professor emeritus, Child Development, SF State. Toland Hall. 4:30-5:30 p.m. (See story on page 1.)*

RADIOLOGY GRAND ROUNDS: *CT of the Gastrointestinal Tract.* Alec J. Megibow, Radiol., NYU. HSW 301. 5:15-6:15 p.m.



COLE HALL CINEMA: *Maurice.* Children under 14 $2; UCSF students, seniors, Millberry Union members & employees (Thurs. only) $2.50; general $3. Cole Hall. 5:45 & 8:30 p.m.*

ALCOHOLICS ANONYMOUS MEETING: All are invited. LPPI Aud. 6 p.m.*

ROWELL LECTURE

Bedside Manners—Medicine & the Public. British physician & theatrical person Jonathan Miller. Tornino's Restaurant, Fresno. 8 p.m. (See story on page 2.)*

4 Friday

SFGH MAXILLOFACIAL TRAUMA CONFERENCE. Rm. 4H4, SFGH. 7-7:30 a.m.

PHARMACEUTICAL CHEMISTRY 221 SEMINAR: *Tinkering with Antibiotic Resistance: The Engineering of Chloramphenicol Acetyltransferase & Its Substrates.* William V. Shaw, Biochem., U Leicester, UK. S 1364. 11 a.m.

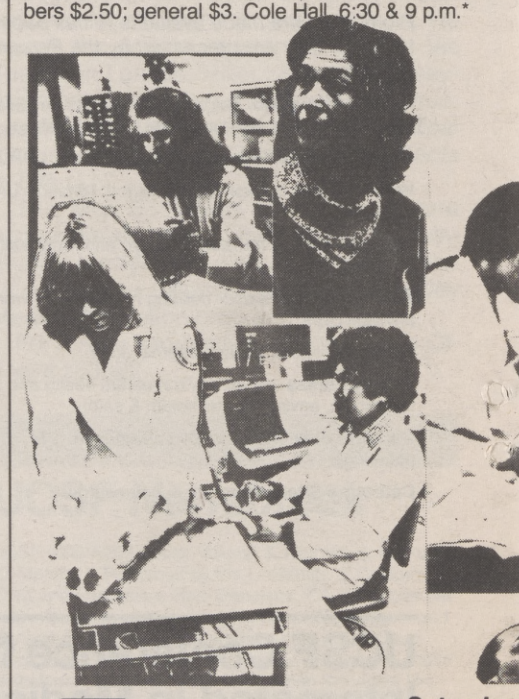
PATHS OF HEALING & WHOLENESS: *Planetary Portents for 1988.* Milo Kovar. N 517. Noon-1 p.m.*

CIRCLE OF SISTERS: Weekly support group for black women working & studying at UCSF. C 130. Noon-1 p.m.

REPRODUCTIVE BIOLOGY SEMINAR: *Regulation of Epidermal Development in Genetic Variants of Mice.* Chris Fisher, Bio. Structure, U Washington. M 1486. Noon.

ALCOHOLICS ANONYMOUS MEETING: All are invited. HSE 336. Noon-1 p.m.*

COLE HALL CINEMA: *Maurice.* Children under 14 $2; UCSF students, seniors & Millberry Union members $2.50; general $3. Cole Hall. 6:30 & 9 p.m.*



5 Saturday

ANESTHESIA MORBIDITY/MORTALITY CONFERENCE. HSW 301. 8-10 a.m.

MINORITY APPLICANTS CONFERENCE

CONFERENCE FOR MINORITIES INTERESTED IN MEDICAL SCHOOL: Representatives of UCSF & other medical schools discuss admission requirements, application procedures, financial aid and the history of affirmative action. HSW 303. 8:30 a.m.-5 p.m. Free. (See page 3 for details.)*

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Feb. 27-Mar. 11, 1988

7 Monday

OTOLARYNGOLOGY CONFERENCE: *Maxillofacial Prosthetics.* Ian Zlotolow, Stomat. & Maxillofac. Pros. *Orbital Anatomy & Trauma.* Michael Shapiro, Oto. S 214. 8-10 a.m.

PREVENTIVE MEDICINE DISTINGUISHED LECTURER: *The Potential of Screening Mammography to Postpone Mortality.* Laszlo Tabar. NE Confr. Rm., ACC 9th Flr. Noon-1 p.m.

JEWISH WOMEN'S SUPPORT GROUP: For Jewish women working or studying at UCSF. Noon-1 p.m. For location call x65836.

DERMATOPHARMACY SEMINAR: *Skin Penetration & Cutaneous Metabolism.* R. Potts, Pfizer. S 940. Noon-1 p.m.

AMNESTY INTERNATIONAL UCSF CHAPTER MEETING. LPPI Rm. 1. Noon.

OVEREATERS ANONYMOUS MEETING: N 417. 12:10 p.m. Call Janet x61504.*

LABORATORY MEDICINE CORE CURRICULUM: *Disorders of the Lymphoid & Monocyte Systems & Hodgkins & Non-Hodgkins Lymphomas.* Jay H. Beakstead, Path. L 535. 2-3:30 p.m.

PRESIDENTIAL CHAIR SEYMOUR COHEN

Drug Design & the AIDS Problem. Seymour S. Cohen, UC Presidential Chair, Grad. Div. HSW 300. 3 p.m.

LABORATORY MEDICINE GRAND ROUNDS: *Neuro-Pathology of AIDS.* Richard L. Davis, Path. L 535. 4-5 p.m.

CVRI LECTURE: *Two Years After the Mast (Cell): Studies in Animal Mastocytoma Cells.* Stephen C. Lazarus, Med. S 1364. 4-5:30 p.m.

URORADIOLOGY CONFERENCE: Emil A. Tanagho, Uro. & Hedvig Hricak, Radiol. & Uro. M 460. 4:30-6 p.m.

WAVE SKI CLUB MEETING: Wave skiers & surf kayakers. MU Video Rm. 7:30 p.m. For more info call Outdoors Unlimited, x61469.*

8 Tuesday

COMBINED MODALITY BREAST CANCER CONFERENCE. Surg. Clin. Cnfr. Rm., 6th Fl. A. 8 a.m.

ORAL & MAXILLOFACIAL SURGERY GRAND ROUNDS: *Outpatient General Anesthesia & IV Sedation.* Katherine Welch & Claire Brett, Anes. C 701. 8-10 a.m.

SFGH PEDIATRIC GRAND ROUNDS. Carr Aud., SFGH. 8-9:30 a.m.

TRANSFUSION MEDICINE RESEARCH FORUM: *Using DNA Extracted from Paraffin Blocks to Detect Infectious Agents.* Ben Yen, Path. L 535. 8:30 a.m.



UNSUNG HEROINES

Kicking-off Women's Week is this ongoing video featuring working women at UCSF. Med. Sci. lobby. 10 a.m.-4 p.m. (See story page 1.)*

PHARMACEUTICAL CHEMISTRY 221 SEMINAR: *Site-Directed Mutagenesis of Metalloproteins.* Stephen G. Sligar, Chem. & Biochem, U Illinois. S 1364. 11 a.m.

SFGH MEDICINE GRAND ROUNDS. Carr Aud., SFGH. 11:30 a.m.-12:30 p.m.

OBSTETRICS, PEDIATRICS & ANESTHESIOLOGY CONFERENCE: John L. Kitzmiller, Ob/Gyn; Roderic H. Phibbs, Ped. & CVRI; Sol Shnider, Anes. & Ob/Gyn. M 1486. Noon.

HEALTH CARE IN CENTRAL AMERICA: *Where Do We Go from Here?* Panel discussion. HSW 303. Noon-1 p.m.

CURRENT ISSUES IN AGING: *Drug Use & Cognitive Function in the Elderly.* Edmund T. Lonergan, Med.; Ron Finley, Clin. Pharm. LPPI Aud. 12:10-1 p.m.

INTERNATIONAL FOLK DANCING: Line dancing led by Dean Linscott. No partner needed, beginners welcome. MU Gym. 1:15-2:30 p.m. $2.*

SFGH GI-MEDICINE/SURGERY/RADIOLOGY IMAGING CONFERENCE. Rm. 1X58, SFGH. 3:30 p.m.

BIOCHEMISTRY & BIOPHYSICS SEMINAR: *Unusual Properties of a Protein that Binds to the SP40 Enhancer Core Homology.* Steve McNight, Biochem., Carnegie Inst. HSW 301. 4 p.m.

NEW VOLUNTEER ORIENTATION: To acquaint new & prospective volunteers with opportunities at the Medical Center. HSE 332. 6-8 p.m.*

9 Wednesday

HAND SURGERY CONFERENCE. Rm. B 2 & 3, R.K. Davies. 7-8 a.m.

SFGH ORTHOPEDIC SURGERY STAFF CONFERENCE. Rm. 5K8, SFGH. 7:30-9 a.m.

MULTIDISCIPLINARY TUMOR BOARD: M 1296. 7:30 a.m. Call Lourdes Sibayan, coordinator, x61662.

PSYCHIATRY GRAND ROUNDS/CROSS-CULTURAL ISSUES SERIES: *Cross-Cultural Psychiatry: Behavioral Science & Clinical Implications.* Joseph Hartog, Psychr. & Epid. & Intl. Hlth. LPPI Aud. 8-9 a.m.

NUCLEAR MEDICINE SEMINAR. L 340. 8:15-9:15 a.m.

ENDOCRINE GRAND ROUNDS: *Genomic Regulation of Reproductive Behavior.* Bruce S. McEwen, Endo., Rockefeller U. M 1486. 8:30 a.m.

AIDS OVERVIEW & UPDATE '88: *The Past & Future: Historical Perspectives.* Guenter Risse, Hist. & Phil. Hlth. Sci. Cole Hall. Noon-1 p.m.

ANATOMY SEMINAR: *Phototransduction in Primate Cones.* Julie Schnapf, Oph. HSE 1309. Noon.

LAS MUJERES: A support group for Latina faculty, staff & students. Noon. For location call x65836.

HISTORICAL PERSPECTIVES IN MEDICINE FILM SERIES: *The Discovery & Use of Penicillin.* Film: *The Rise of a Wonder Drug.* HSW 301. Noon.

BROWN BAG LECTURE SERIES: *Superwoman Doesn't Live Here Anymore.* Corporate consultant Lynn Fossum. HSW 300. Noon. Also telecast live to SFGH, Carr Aud. & CED, 3rd Flr. Commons Rm. Videotapes available for viewing in HSE 345, SIMA unit, UCSF Library. Call x64394. (Part of UCSF's Women's Week. See page 1 for details.)*

WOMEN & SPIRITUALITY MEETING: Landberg Center, 1290-5th Ave. Noon-1 p.m. Call 564-3515 for further info.*

PARNASSUS AL-ANON MEETING: For friends & families of alcoholics. C 517. Noon.*

HEAD & NECK TUMOR CONFERENCE. A 723. 1-3 p.m.

VASCULAR SURGERY GRAND ROUNDS. 7 Long Solarium. 4-5:30 p.m.

TRISERVICES CARDIOLOGY CONFERENCE. S 1364. 4:30-5:30 p.m.

SFGH GI-MEDICINE/SURGERY PATIENT CARE CONFERENCE. Rm. 4H2, SFGH. 4:30 p.m.

CHILD NEUROLOGY CONFERENCE. M 666. 4:30 p.m.

WEISS ON T CELLS

MEDICINE DEAN'S RESEARCH SEMINAR: *Structural & Functional Studies of the T Cell Antigen Receptor.* Arthur Weiss, Med., Howard Hughes Inst., Microbio. & Immuno. HSW 300. 5-6 p.m.

PATHOLOGY GRAND ROUNDS: *Forensic Medicine II.* Boyd Stevens, SF Chief Med. Examiner. HSW 508. 5:15-6:15 p.m.

10 Thursday

MEDICAL GRAND ROUNDS: *Clinicopathologic Conference.* Harry Hollander, Med. Toland Hall. 8-9 a.m.

SFGH NEUROLOGY-NEUROSURGERY CONFERENCE. Rm. 4H2, SFGH. 8-9 a.m.

OPHTHALMOLOGY GRAND ROUNDS: *What To Do With Vitreous Cells? Diagnosis & Medical/Surgical Therapies.* Ronald E. Smith, Oph., Estelle Doheny Eye Fdtn. Preceded by case presentations: *Oculoplastics.* S 214. 8:15-10 a.m.

PEDIATRIC GRAND ROUNDS: *Surfactant Biology in the Perinatal Period & Therapeutic Implications.* Samuel Hawgood, Ped. S 664. 8:30-9:30 a.m.

OCCUPATIONAL & ENVIRONMENTAL MEDICINE GRAND ROUNDS: *Carpal Tunnel Syndrome.* Linda Morse, Occup. Med., Santa Clara Valley Med. Ctr. Carr Aud., SFGH. 9-10 a.m.

PEDIATRIC TUMOR BOARD. L 34. 11 a.m.-12:15 p.m.



POETRY FOR KAREN

Woman/Worker/Warrior Poet. Author Lorna Dee Cervantes & UCSF poets celebrate Women's Week at UCSF in memory of poet & UCSF employee Karen Brodine. Toland Hall. Noon. (See page 1 for details.)*

NEUROLOGY GRAND ROUNDS: *Neurotoxicity of Perchloroethylene.* William Estrin, Neuro. & Gallo Ctr. S 664. 11:10 a.m.-12:05 p.m.

NEURO-ONCOLOGY TUMOR BOARD. L 34. 12:30-1:30 p.m.

HEMATOLOGY/ONCOLOGY GRAND ROUNDS: *Metaloproteinases: Multigene Family of Enzymes Involved in Extracellular Matrix Remodeling in Differential, Development & Disease.* Zena Werb, Anat. & Radiol. M 1296. 1:30-2:30 p.m.

PROCTOR FOUNDATION RESEARCH SEMINAR: *Intraocular Pressure in Hansen's Disease.* Susan Lewallen, Proctor Fdtn. S 318. 3 p.m.

MEDICINE/SURGERY ADULT CARDIAC CATHETERIZATION CONFERENCE. L 1161. 4-6 p.m.

NEURORADIOLOGY CONFERENCE. HSW 303. 4-5 p.m.

BAY AREA CYTOPATHOLOGY SEMINAR: *Imprint Cytology of Central Nervous System Lesions.* Howard P. Charman, Path. & Neurosurg. Cole Hall. 5-6:30 p.m.

NEUROSURGERY GRAND ROUNDS. HSW 302. 5:15-6:30 p.m.

RADIOLOGY GRAND ROUNDS: *Pulmonary Vasculitis.* David S. Feigin, Radiol. HSW 301. 5:15-6:15 p.m.

PLASTIC SURGERY GRAND ROUNDS: *Surgical Experiences in Guatemala.* William Y. Hoffman, Surg. Toland Hall. 6-7 p.m.

ALCOHOLICS ANONYMOUS MEETING: All are invited. LPPI Aud. 6 p.m.*

FRANZ BUSCHKE LECTURE

The Treatment of Tumors of the Central Nervous System in Adults: Our Overview. Glenn E. Sheline, Rad. Onc. Grand Ballroom, Hotel Nikko. 6:15 p.m. Call x62461.

COLE HALL CINEMA: *Dancers.* Children under 14 $2; UCSF students, seniors, Millberry Union members & employees (Thurs. only) $2.50; general $3. Cole Hall. 7:30 p.m.*



MUSICAL PANORAMAS: *Weslia Whitfield.* This award winning cabaret singer & song stylist performs with her quintet. Fifth in a series of eight concerts. UCSF-Laurel Heights Aud. 8 p.m. $6 UCSF students & MU members, $7 seniors & non-UCSF students, $8 UCSF faculty & staff, $9 general. Call x62035 for ticket information, x62542 for concert information. (Part of UCSF Women's Week. See page 1 for details.)*

***Open to the public.**

11 Friday

SFGH MAXILLOFACIAL TRAUMA CONFERENCE. Rm. 4H4, SFGH. 7-7:30 a.m.

SFGH NUCLEAR MEDICINE/RADIOLOGY CONFERENCE. Rm. 1X58, SFGH. 7:40-9 a.m.

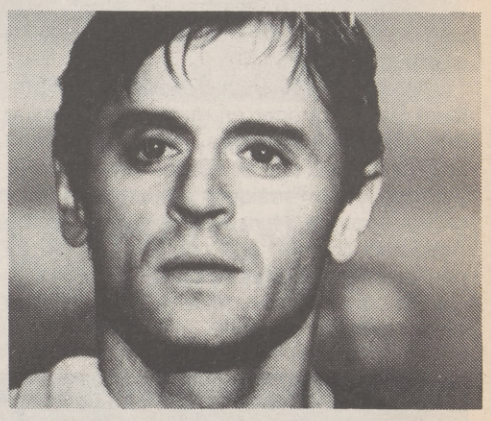
ERNESTINE SINGS

Ernestine Florence sings jazz, show & pop tunes. MU lounges. Noon-1 p.m. (Part of UCSF Women's Week. See page 1 for details.)*

ALCOHOLICS ANONYMOUS MEETING: All are invited. HSE 336. Noon-1 p.m.*

PATHS OF HEALING & WHOLENESS: *Barrier Breaking with NLP.* Nancy Freedom. N 517. Noon-1 p.m.*

CIRCLE OF SISTERS: Weekly support group for black women working & studying at UCSF. C 130. Noon-1 p.m.



COLE HALL CINEMA: *Dancers.* Children under 14 $2; UCSF students, seniors & Millberry Union members $2.50; general $3. Cole Hall. 6:30 & 9 p.m.*

DEVELOPMENT & TRAINING

Call x64032.

Leadership Effectiveness. Wed., Mar. 2. 8:30 a.m.-4:30 p.m. $35.

Labor Relations Supervisory Series. Mon., Mar. 7-21. 1-4:30 p.m.

Grants Training Program. Wed., Mar. 9. 9 a.m.-noon.

Management of Organizational Politics. Fri., Mar. 18. 9 a.m.-4:30 p.m. $20.

CONTINUING EDUCATION

MEDICINE

Controversies & Challenges in Primary Care & Geriatrics. Stanford Court Hotel, SF. Mar. 2-5. Call x65808.

Cytopathology: Imprint Cytology of Central Nervous System Lesions. HSW 301. Mar. 11. Call x64251.

Behaviorial/Developmental Pediatrics Symposium: Stress, Vulnerability & Child Health. UCSF. Mar. 12. Call x65808.

Transfusion-Associated Infections & Immune Response. Fairmont Hotel, SF. Mar. 19-21. Call x65808.

Ergonomics: Human Factors in the Industrial Environment. M.L. King Bldg., UCB. Mar. 22-23. Sponsored by Northern CA Occupational Health Ctr. Call 642-5507.

DENTISTRY
All programs are held in C 701 unless otherwise noted. Call x61101 for further information.

Fixed Prosthodontics—Then & Now. Mar. 11.

Advanced Periodontics for the General Practitioner. Stockton Hilton. Apr. 7.

AIDS, Hepatitis & Infection Control. Apr. 9.

FAMILY & COMMUNITY MEDICINE
For further information call x65250.

Controversies & Challenges in Primary Care & Geriatrics: The Annual Review in Family Medicine. Stanford Court Hotel, SF. Mar. 2-5.

RADIOLOGY
Call x65731 for further information.

Controversies in Uroradiology. Fairmont Hotel, SF. Mar. 19-20.

31st Annual Diagnostic Radiology Postgraduate Course. Fairmont Hotel, SF. Mar 21-25.

Ob/Gyn & Abdominal Sonography: Update 1988. Hyatt Regency, SF. Apr. 15-17.

UCSF-FRESNO
Call (209) 225-6100, ext. 5557 for further information.

Gastroenterology. Mar. 19.

PERSONAL SAFETY

Sponsored by UCSF Police Department Public Safety Program. Call x65683 for information & registration.*

Tear Gas Certification. Confr. Rm., Laguna Honda Schl. Wed., Mar. 16 & May 18; Thurs., Apr. 21 & Tues., June 21. 6-9 p.m. $10.

Benefits/Personnel

Nominate Your Candidate for the UCRS Board

Know any good policy-shapers? If yes, maybe you'd like to nominate this person for a seat on the UC Retirement System Board. An election will be held in June to fill a vacancy for one of the two elected positions on the board.

A person is eligible if he or she is a member of UCRS, but not the Academic Senate. Candidates may be nominated by a petition signed by at least 50 UCRS non-Academic Senate members.

Nominating petitions now are available from the Benefits Office by calling x64741. The deadline for returning completed nominating petitions to UCRS is Monday, March 21. Ballots will be mailed to all UCRS non-Academic Senate members in early June, with announcement of qualifying candidates made prior to that time.

The UCRS Board, which advises UC President David Gardner on matters concerning the retirement program, consists of nine members. Two are ex-officio; three are appointed by the President subject to the Regents' approval; two are selected by the Academic Senate; and two are elected by non-Senate members of UCRS.

Let's see if we can get a UCSF candidate on the ballot!

Get Your Payroll Questions Answered Here!

Hopefully, you're clipping this column every issue and keeping it in a handy place. Then, when you have a question, instead of calling Campus Payroll, you can just look it up. Everybody saves time.

I made a change on a PAF (Personnel Action Form) and never received a turnaround PAF showing the new information. Where is it?

PAF's are returned to the address of the home department as specified on the PAF. From the time Payroll receives a PAF to the time it will be returned to the home department takes anywhere from three working days to three weeks, depending on payroll cutoffs. The turnaround PAF is mailed three to four working days after the cutoff. (A six-month schedule is available in your department—ask your supervisor or personnel rep.) Be sure that sufficient days have passed before you call Payroll.

What is the "OTH INC" amount on my W-2 form?

If you received any income from the University last year other than your salary, Box 16 on your 1987 W-2 Form (Wage and Tax Statement) will display an amount other than zero. This amount already has been included in your taxable income shown in Box 10 (wages, tips and other compensation), so you don't need to add it on again. Box 16 is for information only.

If your W-2 shows some of this "other income" in Box 16, it can include the following types of payments:

- Disability insurance benefits paid to you under UCSF-paid Temporary Disability Insurance (formerly called Non-Industrial Disability Insurance).
- Tax reportable payment made to you by vendor check (not a payroll check). The most common examples are reimbursements for employee moving expenses and payments made for participation in research.
- The amount of reduction in fees for enrollment as a student at UCSF that you were allowed because you are an employee.
- The premium paid by UCSF for life insurance covering the Health Science Compensation Plan salary of certain School of Medicine faculty.

Have DepCare? Check These Changes

Recent legislation has made certain summer camp expenses ineligible for tax credit under DepCare, a program that permits you to save on your income tax if you have expenses for the care of dependents.

Previously, expenses for the dependent care income tax credit (and therefore allowable under DepCare) included costs incurred by taxpayers for day care, nursery school, certain housekeeping expenses and summer camps, including overnight camps. New federal legislation makes expenses incurred for overnight camps ineligible for purposes of income tax credit and DepCare. This new provision is effective for taxable years beginning on or after January 1, 1988.

How are the Funds Performing?

For those invested in the additional savings programs, here are the latest unit values and monthly factors (as of January 31):

- *Accumulation Unit Values*

Equity Fund: $48.39 (-3.34%)*
Bond Fund: $32.10 (-0.35%)*

- *Monthly Factors*

Savings Fund: .0072 (8.99%)**
Money Market Fund: .0067 (8.34%)**
GIC Fund: .0075 (9.38%)**

*Percentages represent total percentage increase over previous 12-month period.

**Percentages represent the most recent returns expressed as an annualized rate compounded monthly. The money market and savings rates change monthly.

Jobs

The Personnel Department, located at 1350 Seventh Avenue, is open to receive applications every weekday from 8 a.m. to 5 p.m. with extended hours on Wednesdays, 8 a.m. to 6:30 p.m. Details of jobs listed below are available in the UCSF Employment Opportunities flyers. Copies are distributed campuswide and also are posted at the Personnel Office and in the main lobby of Moffitt Hospital.

Key:
UNION CODES: CX—Clerical and Allied Services
AFSCME EX—Patient Care Technical
SX—Service
CNA NX—Registered Nurses

Administrative/ Professional

Computer Resources Manager III (Director, Computer Services). Reports to: Associate Director, Medical Center Administrative-Hospital Information Systems. $52,000-$78,000. Filing Deadline: 3/2/88. Apply to: Ms. Catherine Pedersen.

Associate Director (Major Gifts). Reports to: Director, Major Gifts. $39,000-$58,500. Filing Deadline: 3/9/88. Apply to: Ms. Elenor Shimosaka.

Programmer/Analyst IV (Materiel Management Systems Analyst). Reports to: Materiel Manager - 612 Forbes Blvd., SSF. $39,000-$58,500. Filing Deadline: 3/2/88. Apply to: Ms. Elenor Shimosaka.

Senior Statistician. LPPI - 1350 7th Ave. #V-W56077. $3,196-$3,857. Filing Deadline: 3/2/88.

Clerical & Allied Services

Collection Representative (CX). Patient Accounts. #H-A54357. $1,917-$2,294. Filing Deadline: 3/2/88.

Accounting Assistant II (CX). Millberry Union. #V-H56682. $10.56-$12.60/Hr. Open Until Filled.

Administrative Assistant II (CX). ACC: Emergency Dept. #H-A55979. $1,837-$2,192. Filing Deadline: 3/2/88.

Administrative Assistant II (CX). Medicine/AIDS/Oncology - SFGH. #M-C61039. $1,837-$2,192. Filing Deadline: 3/2/88.

Administrative Assistant II (CX). Radiology - Letterman Hosp. #H-P45516. $1,837-$2,192. Filing Deadline: 3/2/88.

Administrative Assistant II (CX). School of Pharmacy: Pharmaceutical Chemistry - UCSF - Laurel Hts. #V-S55416. $1,837-$2,192. Open Until Filled.

Materiel Assistant I (CX). Materiel Management Storehouse - 612 Forbes, SSF. #V-S54466. $1,618-$1,917. Open Until Filled.

Health Care & Allied Services

Clinical Nurse III (NX). ACC: Transfusion/Hematology. #H-C53534. $16.45-$19.36/Hr. Filing Deadline: 3/2/88.

Nurse Practitioner II. Med./Infectious Diseases - SF City Clinic, 7th St. #M-C53587. $2,928-$3,530. Filing Deadline: 3/2/88.

Physician's Assistant. Med./Infectious Diseases - SF City Clinic, 7th St. #M-C54921. $2,860-$3,446. Filing Deadline: 3/2/88.

Clinical Nurse III (NX). Laboratory Medicine #M-L55863. $2,792-$3,368. Filing Deadline: 3/2/88.

Senior Psychiatric Technician (EX). Psychiatry - 251 Hyde St., S.F. #V-W26257. $1,789-$2,142. Open Until Filled.

Hospital Dietitian Assistant II/Senior Food Service Worker (EX)/(SX). Nutrition & Diet. #H-A52659. $9.98-$11.91/Hr.//$9.48-$10.34/Hr. Filing Deadline: 3/2/88.

Hospital Unit Service Coordinator III (EX). Nursing. $9.15-$10.87/Hr. Open Until Filled. Apply to: Ms. Jan Collins.

Hospital Assistant (EX). Nursing: Inpatient Nursing. #H-C55605. $8.80-$9.98/Hr. Filing Deadline: 3/2/88.

Dental Aide (EX). Oral & Maxillofacial Surgery. #V-B45280. $7.74-$8.98/Hr. Open Until Filled.

Physical Plant

Senior Physical Plant Mechanic: Steamfitter (K2). Physical Plant - Various Campus Locations. #V-B54712. $18.51-$20.57/Hr. Filing Deadline: 3/2/88.

Food Service

Dietitian I (HX). Nutrition & Dietetics. #H-A52658. $2,390-$2,878. Filing Deadline: 3/2/88.

Food Preparation

Baker (SX). Nutrition & Dietetics. #H-A49503. $9.74-$11.06/Hr. Open Until Filled.

Sciences, Lab & Allied Services

Staff Research Associate II. Anatomy. #M-F54055. $2,153-$2,590. Filing Deadline: 3/2/88.

Staff Research Associate II. Medicine - VAMC. #M-C55725. $2,153-$2,590. Filing Deadline: 3/2/88.

Staff Research Associate I/II. CVRI. #M-L52545. $10.82-$12.97/Hr. or $12.37-$14.89/Hr. Filing Deadline: 3/2/88.

Staff Research Associate I/II. Hormone Research Institute. #M-L5118. $1,883-$2,256 or $2,153-$2,590. Open Until Filled.

Staff Research Associate I/II. Medicine - VAMC. #M-C51900. $1,883-$2,256 or $2,153-$2,590. Filing Deadline: 3/2/88.

Staff Research Associate I/II. Medicine/Endocrine Lab. - VAMC. #M-C41887. $1,883-$2,256 or $2,153-$2,590. Filing Deadline: 3/2/88.

Staff Research Associate I/II. Neurology. #M-C40576. $1,883-$2,256 or $2,153-$2,590. Filing Deadline: 3/2/88.

Staff Research Associate I. Anatomy. #M-F54056. $1,883-$2,256. Filing Deadline: 3/2/88.

Staff Research Associate I. Medicine. #M-C41811. $1,883-$2,256. Filing Deadline: 3/2/88.

Staff Research Associate I. Neurological Surgery/BTRC. #M-F54455. $1,883-$2,256. Filing Deadline: 3/2/88.

Staff Research Associate I. Neurology - VAMC. #M-C49855. $1,883-$2,256. Filing Deadline: 3/2/88.

Staff Research Associate I. School of Pharmacy. #V-S54557. $1,883-$2,256. Filing Deadline: 3/2/88.

Inpatient Nursing

For more information on the following positions, call nurse recruiter Lynda Purves, x62252.

Clinical Nurse IV. Critical Care. $3045-3675/mo.

Clinical Nurse IV. Neonatology. $3045-3675/mo.

Clinical Nurse II. Acute Medicine. $15.32-17.63/hr.

Clinical Nurse II. Neurosurgery/Neurology. $15.32-17.63/hr.

Clinical Nurse II. Pediatric Intensive Care Unit. $15.32-17.63/hr.

Clinical Nurse II. Neonatal ICU/Recovery Nursery. $15.32-17.63/hr.

Clinical Nurse II. Gyn/Urol/ENT Surgery. $15.32-17.63/hr.

Clinical Nurse II. Medicine/Cardiology. $15.32-17.63/hr.

Clinical Nurse II. General Adult Surgery. $15.32-17.63/hr.

Clinical Nurse II. Ortho/Micro Surgery. $15.32-17.63/hr.

Clinical Nurse II. Perinatal Services. $15.32-17.63/hr.

Psychiatric Inpatient Nursing

For more information on this position call Judith Rowe, x67360.

Clinical Nurse II. Children's Unit. $15.32-17.63/hr.

Clinical Nurse II. Psychiatric ICU. $15.32-17.63/hr.

Academic

The Senior Vice Chancellor - Academic Affairs distributes an Academic Employment Opportunities bulletin on a monthly basis to all UCSF departments. You may obtain a complete description of open academic positions from Academic Affairs, Room U 162, UCSF, (415) 476-2529. Positions are located on the Parnassus campus unless otherwise noted.

Assistant/Associate Clinical Professor. Dental Public Health and Hygiene. #D-105. Filing Deadline: 6/30/88.

Assistant Professor in Residence. Radiation Oncology. #M-794. Open until filled.

Associate/Full Professor (In Residence, or Clinical in _____, or Clinical). Pathology. VAMC. #M-796. Open until filled.

Assistant Professor (Ladder Rank, or In Residence, or Clinical). Infectious Diseases. #M-797. Open until filled.

Assistant Professor (Clinical in _____, or In Residence, or Clinical). General Internal Medicine. SFGH. #M-798. Open until filled.

Assistant Professor in Residence. Infectious Diseases. #M-799. Open until filled.

Assistant Professor in Residence. Pediatric Cardiology. #M-800. Open until filled.

Assistant/Associate Professor in Residence or Assistant/Associate Clinical Professor. Critical Care, Anesthesia. #M-801. Open until filled.

Associate/Professor in Residence. Substance Abuse Research, Psychiatry. VAMC. #M-802. Open until filled.

Assistant Professor in Residence. Infectious Diseases. SFGH. #M-803. Open until filled.

Pulmonary Fellowship. Respiratory Care Section. VAMC. #000. Open until filled.

Medsounds Continued

Happy Nutrition Month, and Pass the Fried Chicken—But Wouldn't You Prefer Baked?

On the eve of National Nutrition Month, the Moffitt Cafeteria staff has provided some statements for publishing throughout the month.

The subject of the first of this series is "Choices." The essence of the message is that over the years they've been working to provide more and more choices for those looking to maintain a healthful diet as defined by current standards.

Some of the examples named include the addition of the salad bar, more fish and poultry, a greater variety of vegetarian entrees, nonfat and lowfat frozen yogurt, and unsalted, unbuttered vegetables.

They say they're happy to announce that the forthcoming cafeteria renovation will allow for more and more and more healthful choices, like *two* eight-foot salad bars, more fresh fruit, made-to-order sandwiches, even more vegetarian entrees, and a "healthy heart" entree every day.

For those who would like to see every trace of fat, salt, sugar, caffeine and other such varmints wiped from the face of the cafeteria menu, here's the problem: Many patrons are quite enthusiastic about these items.

For instance, Southern Fried Chicken outsells Savory Baked Chicken two to one. The Nutrition and Dietetics people explain that they have to take in enough money to cover their costs, so they're prone to provide things people will buy.

Apparently there are a zillion opinions on what the cafeteria should provide. The simple truth is that there are those who covet their hamburgers and french fries and gobs of ketchup; and there are those who wouldn't touch them. The best the cafeteria can do is to provide enough choices so all factions find something to suit.

That's not to say they're willing to stand by without providing guidance on what they consider to be the better choices. Their National Nutrition Month promotion is all about making good choices for your health's sake.

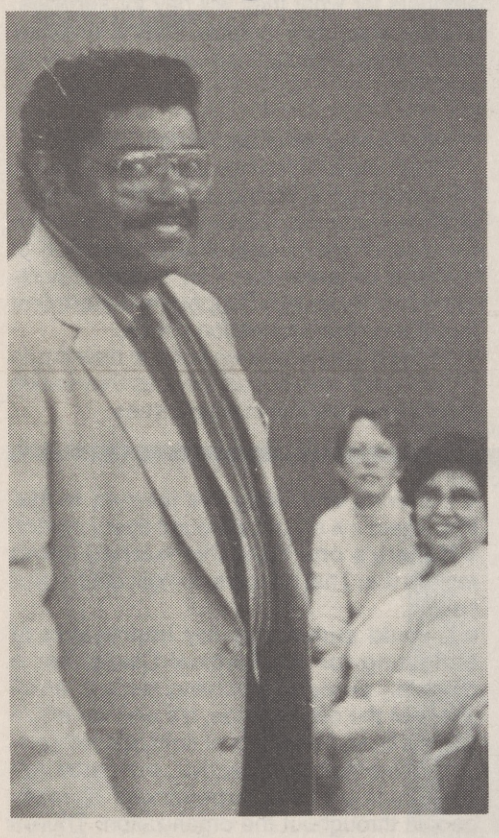
UCSF Mugs Selling Like Hotcakes

At this writing, the UCSF mugs that entitle you to a discount on every refill were going fast. Hundreds of these mugs are now floating around the campus, reminding the owners that they are appreciated employees; and that they now can drink twice as much coffee (tea or soft drinks) for their money. In fact, by the time you read this, the mugs may be sold out. But don't worry. A new shipment is on order.



Life is just a bowl of vegetables, *and you can have them any way you want. You probably recognize Sharon Alberto and Pedro Zamora from your travels through the cafeteria.*

What is Jesse Stephens Doing Conducting this OR Staff Meeting?



True, Jesse is the Environmental Services manager, but he did indeed conduct all the OR staff meetings this month. Furthermore, OR's Linda Groah conducted the Environmental Services staff meetings. Clinical Labs' Gary Low switched departments with Patient Accounts' Al Naklowycz for their respective staff meetings. Radiology's Bob Marco switched with Nutrition and Dietetics' Leon King. And so it went throughout the Medical Center, the manager of one department conducting the staff meetings for another.

What is this, "Spend a Meeting with a Manager"? No, it's "Fill Out Your Employee Opinion Survey With a Guest Manager."

Since there are opportunities in the survey to rate and comment on one's working environment, working conditions, supervisor and so forth, the idea was that employees would feel more at ease being perfectly candid in the presence of another manager—especially since the guest manager also collects the surveys and takes them away.

The bonus here is that in the process of switching managers, some new acquaintances are made, which is, after all, something like the "Spend a Day" program.

In case you didn't have the opportunity to attend your staff meeting and meet the guest manager (and fill out your survey), be sure to complete a survey by Friday, March 4. Don't worry, it's still completely confidential. Your supervisor will provide the survey and instructions, and then it's yours to fill out and return either to Kathy Balestreri at Box 0208, or just stick it in the box for this purpose in Nursing Administration, L 171. All surveys are turned over to an outside consulting firm for tabulation.

Any questions? Call Kathy, x61405.

Unit Aides for Busy RNs, a Fast Food Franchise at UCSF, and Other Hot Topics

At the recent "Meet the Director," when ICU's Seth Greenberg brought up some of the problems related to staffing shortages, Bill Kerr enlightened participants on a new program coming up. Wheels are now in motion to hire "unit aides" to support the nursing staff by carrying out non-medical duties. The program will begin as a pilot on a couple of units, and if it works out, will be extended to other units.

Now you're wondering, what else did they talk about at that meeting? Plenty of hot topics, including (1) how the budget is allocated; (2) whether UCSF will ever sponsor a child care program for employees; (3) how to live with the tube system; and (4) why ER is going to be redesigned.

You'll find lots of information on the budget on page eight of this issue. You'll find information on child care on page one. And the latter two topics undoubtedly will become fodder for future *Medsounds* articles.

What about the fast food franchise you read about in the headline? The topic did indeed come up. Nutrition and Dietetic's Martha Wilkins said she had heard rumors about a fast food outlet starting up on campus, and she wondered if this was in keeping with the philosophy of a health sciences campus. She didn't see how we could discourage smoking and promote "junk food," all in one breath.

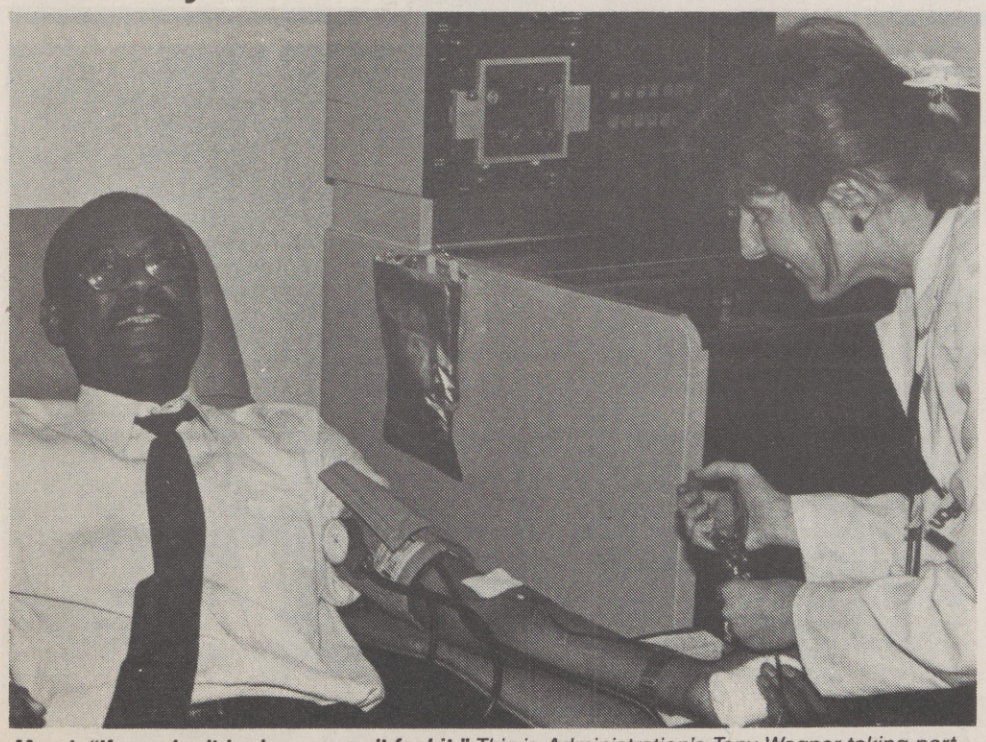
You can find the discussion that followed her statement—as well as summaries of the many other discussions that took place—in the minutes of the meeting. They should be available soon in a staff gathering place in your department.

Here's UPS, Making a Delivery



No big brown truck this time—considering the total weight of the package delivered was an ounce or two. Ah, but here's another case of a good thing in a small package. UPS representatives Ken Jarvis and Jane Duffield presented Dennis Brimhall with a gift of $5,000 for the Medical Center. Ken and Jane had been out and about all day making similar deliveries to other local institutions. "It's our way of saying thanks to the community," explained Ken. With Dennis is Robin Keating from the Development Office.

Celebrity Blood Donor



Moral: "If you don't look, you won't feel it." *This is Administration's Tony Wagner taking part in the opening celebration of the new Blood Donor Center at M 80. He was joined by several other celebrity donors from Administration, such as Bill Kerr and Helen Ripple. With Tony is Jean Katz, Donor Center supervisor. You, too, can do like Tony by calling x66989.*

UCSF Medsounds

Volume 3, Number 5 February 27-March 11, 1988

At Last! Here's Your Opportunity to Learn How the Budget is Created

In just a couple of more weeks, "budget" is going to be the buzz word around the Medical Center. In mid-March, individual departments will begin working on their budgets for the 1988-89 fiscal year, which begins July 1.

Considering the subject comes up at just about every "Meet the Director" session, it appears that people are rather curious about how the budget is set and funds are allocated—especially with all the talk these days about budget constraints.

Med Center director Bill Kerr usually likens the institutional budget to your personal finances. You anticipate your income, and you plan your expenditures to fit within that income. Ideally, you manage it so there's money left over for savings or investments.

Budget director Cindy Lima elaborates on the process:

What is the purpose of the budget?

The Medical Center's budget is a financial plan (1) to help generate the resources for construction and equipment purchases in the coming year; (2) to assist managers in making financial decisions; and (3) to serve as a roadmap by which managers can measure progress toward financial goals.

Who creates the budget?

Many people across the Medical Center work together to develop the budget. The final operating budget is ultimately set by the Budget Committee, which includes:
Bill Kerr, Med Center director
Dennis Brimhall, Operations director
Jackie Kuhn, Finance director
Patty Perry, Planning and Marketing director
Helen Ripple, Nursing director
Ron Schumacher, Hospital Information Systems director
Jane Hirsch, Nursing associate director
Eric Saltmarsh, Finance associate director
Cindy Lima, budget director

How does the process begin?

The Budget Committee begins by identifying three things. The first is the *operating gain*—the amount needed to finance construction and new equipment.

The second is the anticipated *revenue*, or the amount we expect to bill and receive for services provided.

And last, we examine what the total *expenses* will be for operating the hospitals, clinics and all support departments.

How is revenue estimated?

We begin by estimating our volume of inpatient days and outpatient visits. We also estimate our average revenue per day and visit, anticipated rate increases, and the mix of Medicare, MediCal and other types of patient sponsors. These are some of the main factors, but there are a host of others—all complicated by the fact that we must constantly change our assumptions as new information becomes available.

How are expenses estimated?

We make assumptions about the cost of such items as employee benefits, range adjustments and non-payroll inflation for the coming fiscal year. We then estimate total expenses for the Medical Center by using last year's budget, which has been adjusted for mid-year changes, and then adding on the new expense assumptions.

How does the operating gain fit in?

Gain equals net revenue minus expenses. If the gain calculated—given our estimates of revenue and expense—is less than the gain needed, the Budget Committee looks at the Med Center's total operation to decide how to go about increasing our revenue, decreasing our expenses—or both—to achieve the needed gain.

When do department managers get involved?

Once the Budget Committee has scrutinized all the options for achieving the desired operating position, expense targets are set for the five functional areas: Operations, Nursing, Finance, Planning and Marketing and Information Systems. Directors and managers then work together to create departmental budgets that—when combined by functional area—will meet functional area targets.

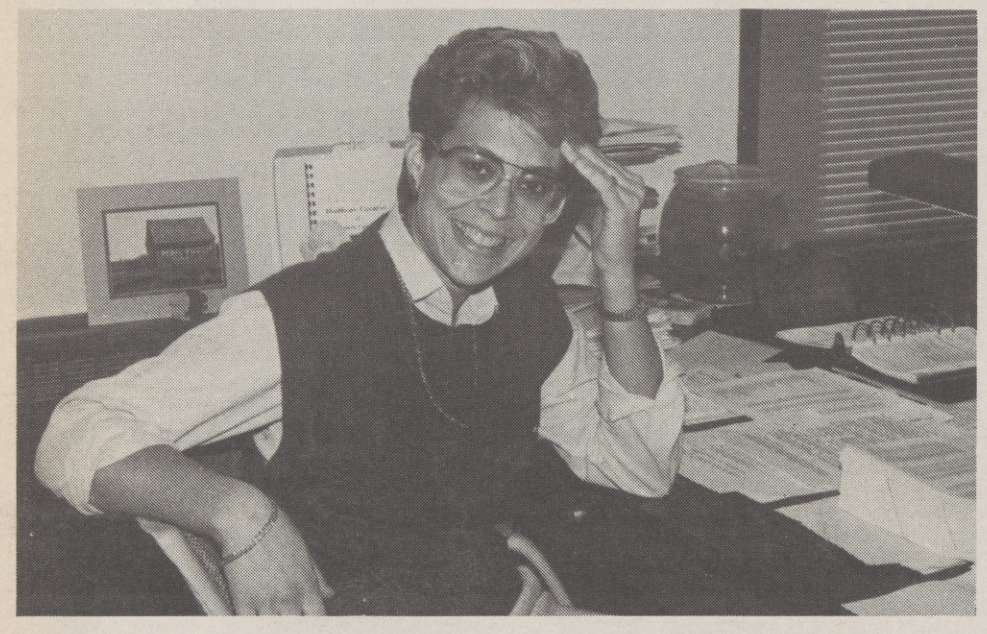
Why has the budget become such a big issue over the past few years?

Times in health care are financially tight. Many of today's payors—like Medicare, MediCal, many health maintenance organizations (HMOs) and preferred provider organizations (PPOs)—have set fixed amounts for what they will pay for services. Staying financially healthy means carefully managing resources and operating efficiently.

What is the role of the Budget Office?

The Budget Office has three distinct roles: (1) Assisting the Budget Committee by providing needed information; (2) Routine maintenance of the budget and preparation of expense variance and FTE budget reports every month; and (3) Supporting department managers with information needs.

The last area is one we hope to develop, in order to best serve managers as they tackle increasingly difficult budget issues.



Meet Cindy Lima, New Budget Director

"One of Cindy's claims to fame," says her colleague Steve Downs, "is that she's the creator of the crossword puzzle in the *Finance News* (the Med Center Finance Department newsletter). People can't wait to get that newsletter so they can do her crossword puzzle."

Well, yes, and it might be considered another claim to fame that she is the new budget director for the Medical Center. She advanced from senior accountant to her new job in December, when former budget director Charles Taylor stepped into the position of financial systems coordinator for Budget and Reimbursement.

Cindy is a San Francisco native; she says she always wanted to work at UCSF, and she finally started doing so when she joined the Budget and Reimbursement staff last May. But that was only after she started a career path toward speech pathology, ended up getting a Master's in Health Services Administration from the University of Wisconsin, did an administrative residency at St. Mary's Hospital and Medical Center in Madison; chalked up two years of pharmacy experience in two different California hospitals, and served as a consultant associate at a San Francisco health care management firm.

She says she's not interested in discussing her age, birth sign, family status or other such things, but she was willing to comment on the following:

- **Current personal project:** Working on an AA in Fine Arts.
- **Life adventure:** Traveled alone in Europe.
- **Strangest place ever worked:** A maximum security prison.
- **Crazy thing I did:** Swam across Lake Berryessa on a bet.
- **People knew me in school as:** The mascot. I was the one inside the knight outfit.
- **Best or worst prank:** I've pulled a lot of terrible pranks, but I have a short memory in this area.
- **I know I'm in for a laugh when:** My friends start reminding me of pranks I've pulled.
- **Favorite music:** Country.
- **Sports activities:** Windsurfing, running and biking.
- **Favorite way to spend a Sunday:** Playing with my dogs, reading the paper, going to the beach, being outside.
- **I'm a sucker for:** Puppies.
- **Favorite food:** Popcorn.
- **Usual breakfast:** Nothing.
- **I'm compulsive about:** Being organized.
- **When I'm upset, I:** Write.
- **If there's one thing I've learned in life, it's:** There's a surprise around every corner.
- **If there's one thing I've learned about my job it's:** That it's more complicated than it seems.
- **I would summarize my impression of budgeting for the Medical Center as:** A complex process involving people at all levels of the organization. It's also an art, in that it's based on a mix of concrete information, historical perspective, educated assumptions and the experiences of many people throughout the organization. There's no doubt that budgeting will remain an important activity for the Medical Center, given the financial environment surrounding us. But, while it is a sensitive issue for many people, it is also an opportunity for individuals across the institution to work together toward a common and worthwhile goal.

Yes, We Have Wheelchairs!

Apparently some people in the Medical Center are having a hard time getting their hands on a wheelchair when they need it.

"Do we have enough?" asked Emergency Admitting's Zoa Williams at the last "Meet the Director" session. We should indeed, said Bill Kerr. "Then where are they?" asked Zoa. "Sometimes we have a terrible time finding one."

The outcome of this discussion was a decision to get in touch with Patient Escort manager Richard Felder to determine the exact state of the wheelchair situation in Long and Moffitt Hospitals.

Wheelchairs are in ample supply, he confirms. His department does regular maintenance checks and inventory counts. The chairs are repaired and replaced as needed. There is no shortage.

What may not exist, he says, is a consciousness of and/or compliance with the correct utilization of the chairs.

Each nursing unit has its own wheelchair for patients being discharged. The chairs are labeled, and should always be returned to the unit named on the back of the chair.

Wheelchairs for other transport purposes are maintained by Patient Escort, and are available by calling x62032 or x62033.

Additionally, wheelchairs are stocked at the ER entrance and at the ER parking lot attendant's booth. These chairs are for the use of ER and admitting staff and personal safety officers.

Naturally, there are occasions when chair borrowing takes place. But don't go hiding it in a closet afterward. Furthermore, if you see a stray or misplaced chair, be sure to call Patient Escort at either of the above extensions so they can retrieve it.

And especially try to make sure that ER Admitting gets their chairs back, since this seems to be the eye of the problem. Richard says they're thinking of making this set of chairs a different color, in hopes that will help.

If you have questions about any of this, Richard says to call him, x61395.



Emergency Admitting's Rena Victoria-Adams and Zoa Williams were able to find a wheelchair for this photo, and apparently Zoa is ecstatic about it.

In This Issue!

- **"A Celebration of Working Women at UCSF"** March 8-11, see page one.
- **Childcare needs survey coming soon,** see page one.
- **EMPACT! presents "Greater Tuna" at a special price,** see page two.